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GROW model is developed by Sir John Whitmore in the 1980s, the GROW Model provides a structured framework for goal setting and problem-solving in coaching and mentoring sessions. The model emphasises a clear pathway, from understanding one's goals to realising them:

G - Goal: This step is about clarifying what the individual wants to achieve. The objective should be clearly defined so both the coach and the individual understand the desired outcome.

- Questions to consider:
  - *What do you want to achieve?*
  - *How will you know when you have achieved it?*
  - *What does success look like for you?*

R - Reality: This step involves understanding the current situation. It's about identifying what is happening now, what the challenges are, and what is working or not working.

- Questions to consider:
  - *Where are you now concerning your goal?*
  - *What challenges are you facing?*
  - *What resources do you have available?*
  - *What have you tried so far?*

O - Options: Here, the focus shifts to exploring various avenues or strategies to achieve the goal. It's about brainstorming and thinking of different ways to move from the current reality towards the desired goal.

- Questions to consider:
  - *What could you do to reach your goal?*
  - *What are the pros and cons of each option?*
  - *Have you seen someone else tackle a similar goal? How did they do it?*
  - *If you had unlimited resources, what would you do?*

W - Way Forward: This final step involves committing to specific actions to move towards the goal. It's about creating an action plan, setting milestones, and deciding how to track progress.

- Questions to consider:
  - *What will you do first?*
  - *When will you do it?*
  - *How will you overcome potential obstacles?*
  - *How will you keep yourself accountable?*

The GROW model is widely recognised for its simplicity and effectiveness. It provides a clear structure to conversations, ensuring that various aspects of an issue are addressed, which in turn helps you come up with actionable strategies to achieve their goals.

Try-out exercises is included on the next worksheet

Warm regards,

Tanya Deryglazova

Your coach

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GROW Model Worksheet

Objective: The GROW Model worksheet is designed to foster clarity and strategic thinking by helping you define specific, actionable goals and chart a path towards achieving them. By prompting introspection, the tool aids in deepening self-awareness, exploring potential strategies, and identifying both strengths and barriers. The worksheet serves as both a roadmap for goal achievement and a means of tracking progress, ensuring individuals remain accountable, empowered, and able to adjust their approach as needed.

Goal:

- What do you want to achieve?
- How will you know you've achieved it?

Write down your goal here:

Reality:

- Describe the current situation:

  _____

  _____
- What challenges are you facing related to your goal?

  _____

  _____

Options:

- Brainstorm possible strategies or steps to achieve your goal:

a. _____
b. _____
c. _____

- Consider any resources or support you might need:

  _____

  _____

Way Forward:

- Choose a strategy or step from your Options: *[Chosen Strategy/Step]*

  _____

  _____
- Decide on the first action and when you'll take it:
  *[First Action]*_____
  *[Date]*_____
- Determine how you'll track your progress: *[Tracking Method]*_____

  _____

Tip:

- To get the most out of the worksheet, it's best to fill it out thoughtfully, revisiting each section as necessary.
- Take your notes to the following session to work on a roadmap toward your goal and decide on periodical review to respond to new insights or changes in circumstances.